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ABSTRACT

Based on information obtained from an Educational Research Service, Inc., survey collecting 1977-78 data about scheduled and paid salaries from 1,146 responding school districts, this report contains current data relating to salary schedules for principals and assistant principals. To facilitate analysis of the data, Section 1 compares 1977-78 minimum and maximum salary schedule summaries by district enrollment size, Section 2 makes the comparison by using a per-pupil expenditure factor, and Section 3 contains a maximum scheduled salary trend analysis. Caution should always be used when drawing inferences from these data because of the sampling variance associated with studies of this type. (Author/IRT)

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February 1978

SALARY REPORT #1

PRINCIPALS and ASSISTANT PRINCIPALS

NASSP continues to receive many inquiries stressing the need for accurate national salary data pertaining to principals' and assistant principals' salaries. For the fourth consecutive year, a salary report has been developed as a response to these concerns. With information obtained from Educational Research Service, Inc., in January, this report contains current data relating to *salary schedules* for these administrators. To facilitate analysis of the data, *SECTION I* of this report compares 1977-78 minimum and maximum salary schedule summaries by *district enrollment size*, *SECTION II* makes the comparison by using a *per pupil expenditure* factor, and *SECTION III* contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in prior years, NASSP's Status and Welfare Committee met with the research director of ERS to express ideas and review plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of this meeting the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey has been conducted for the last four years, salary trends were also added to this report.

ERS conducted a salary survey during the fall, collecting 1977-78 data about scheduled and paid salaries from 1146 *responding school districts* for 22 selected positions in which personnel are employed by public school systems. Again this year a complete report is being prepared by ERS in three volumes: *Salaries Scheduled for Professional Personnel in Public Schools*, *Salaries Paid Professional Personnel in Public Schools*, and *Wages and Salaries Paid Support Personnel in Public Schools*. Included in these publications are summary tables and a system-by-system listing of data submitted by the responding school districts. The complete set can be purchased from ERS for \$40, and at \$15 for each separate volume.

The special AIR publication is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of \$10 or less must be accompanied with payment.)

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Section I.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1977-78

Mean & Median of MINIMUM Salaries Scheduled *

Enrollment Stratum					
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	151	239	163	29	582
Mean	22,098	22,918	22,008	17,708	22,188
Median	21,750	23,135	21,971	17,490	22,364
Range: Low	9,870	11,015	10,384	10,150	9,870
High	34,355	33,300	34,570	26,850	34,570
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	140	235	170	23	568
Mean	20,306	20,925	20,711	16,444	20,527
Median	20,426	21,296	20,695	15,989	20,832
Range: Low	13,100	10,595	10,384	10,150	10,150
High	31,140	30,870	31,692	24,716	31,692
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	150	245	193	44	632
Mean	18,668	19,341	19,071	17,164	18,947
Median	19,000	19,544	19,172	17,929	19,139
Range: Low	9,727	10,316	10,241	9,710	9,710
High	28,655	28,645	29,265	24,455	29,265

Mean & Median of MAXIMUM Salaries Scheduled *

Enrollment Stratum					
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	152	238	168	34	592
Mean	29,409	29,189	28,067	22,730	28,556
Median	29,244	29,007	27,954	22,090	28,500
Range: Low	20,219	18,074	17,800	13,000	13,000
High	42,897	42,500	41,858	34,224	42,897

* Using ENROLLMENT of the school district as a comparative factor.

		Enrollment Stratum				
		<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	<u>Total Systems Reporting</u>
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS						
No. of Systems Reporting		141	234	173	25	573
Mean		27,178	26,701	26,454	22,108	26,543
Median		26,949	26,569	26,163	20,600	26,230
Range: Low		18,640	17,664	15,525	14,592	14,592
High		36,589	39,000	40,890	30,695	40,890
ELEMENTARY PRINCIPALS						
No. of Systems Reporting		151	244	191	47	633
Mean		25,563	25,129	24,654	21,822	24,847
Median		25,150	24,881	24,582	21,092	24,728
Range: Low		17,027	16,878	15,625	12,000	12,000
High		35,764	39,000	39,508	32,108	39,508

**ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED
1977-78**

Mean & Median of *MINIMUM* Salaries Scheduled *

		Enrollment Stratum				Total Systems Reporting
		<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	
SENIOR HIGH ASSISTANT PRINCIPALS						
No. of Systems Reporting		146	241	159	19	565
Mean		18,327	19,499	18,631	15,840	18,827
Median		18,331	19,932	18,567	15,882	19,080
Range: Low		9,791	9,330	10,120	8,900	8,900
High		30,315	32,823	30,270	22,868	32,823
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. of Systems Reporting		131	225	146	9	511
Mean		17,380	18,292	17,921	14,898	17,892
Median		17,223	18,543	18,073	13,553	18,109
Range: Low		10,000	9,330	9,870	9,581	9,330
High		28,828	28,645	27,337	19,251	28,828

* Using ENROLLMENT of the school district as a comparative factor.

		Enrollment Stratum				
		<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	<u>Total Systems Reporting</u>
ELEMENTARY						
ASSISTANT PRINCIPALS						
No. of Systems Reporting		104	96	46	4	250
Mean		16,364	16,379	15,804	16,869	16,275
Median		16,094	16,297	16,000	---	16,128
Range: Low		9,624	9,330	10,120	12,878	9,330
High		28,828	26,570	22,842	19,341	28,828

Mean & Median of MAXIMUM Salaries Scheduled *

		Enrollment Stratum				Total Systems Reporting
		<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	
SENIOR HIGH ASSISTANT PRINCIPALS						
No. of Systems Reporting		147	240	163	22	572
Mean		24,549	24,836	23,966	20,341	24,341
Median		24,344	25,199	24,037	19,500	24,492
Range: Low		16,117	14,230	13,525	11,122	11,122
High		36,512	36,432	36,465	30,852	36,512

**JUNIOR HIGH &
MIDDLE SCHOOL
ASSISTANT PRINCIPALS**

No. of Systems Reporting		132	223	148	9	512
Mean		23,237	23,262	23,078	21,042	23,163
Median		23,033	23,646	23,095	20,884	23,243
Range: Low		15,000	13,373	12,175	16,100	12,175
High		36,512	39,776	36,465	25,759	39,776

**ELEMENTARY
ASSISTANT PRINCIPALS**

No. of Systems Reporting		104	94	45	4	247
Mean		22,218	21,268	20,522	20,861	21,526
Median		21,813	21,405	21,016	---	21,639
Range: Low		14,929	13,841	13,100	17,000	13,100
High		36,512	32,320	27,042	23,000	36,512

* Using ENROLLMENT of the school district as a comparative factor.

Section II.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED
1977-78Mean & Median of *MINIMUM* Salaries Scheduled *

		Per Pupil Expenditure					Total Systems Reporting
		<u>\$2,000 or more</u>	<u>\$1,600 to \$1,999</u>	<u>\$1,300 to \$1,599</u>	<u>\$1,100 to \$1,299</u>	<u>Below \$1,100</u>	
SENIOR HIGH PRINCIPALS							
No. Systems Reporting	77	158	168	102	68	573	
Mean	27,288	24,102	21,772	19,358	17,162	22,179	
Median	27,062	24,297	22,000	19,054	16,410	22,318	
Range: Low	16,450	13,840	9,870	10,150	10,384	9,870	
High	34,570	32,232	32,815	29,453	25,000	34,570	
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS							
No. Systems Reporting	65	161	175	98	61	560	
Mean	25,153	22,326	20,214	17,984	15,885	20,533	
Median	24,733	22,690	20,665	17,540	15,703	20,776	
Range: Low	16,000	10,434	10,150	10,780	10,200	10,150	
High	31,692	29,712	30,119	27,004	22,909	31,692	
ELEMENTARY PRINCIPALS							
No. Systems Reporting	74	174	191	109	75	623	
Mean	23,261	20,687	18,796	16,465	14,705	18,954	
Median	23,314	21,130	19,000	16,367	14,714	19,142	
Range: Low	16,000	10,434	9,727	10,150	9,710	9,710	
High	29,265	28,560	27,537	26,613	21,909	29,265	

* Using PER PUPIL EXPENDITURE as a comparative factor.

Note: In Section II, totals in column 6 (Total Systems Reporting) may differ from totals in Section I tables because some school systems providing salary data included in Section I did not provide data on per pupil expenditure used in this analysis. The data in this section should be used as general and not precise indicators of current relationships among categories. Data are not appropriate for year-to-year trends.

Mean & Median of <i>MAXIMUM</i> Salaries Scheduled *
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Per Pupil Expenditure

	<u>\$2,000 or more</u>	<u>\$1,600 to \$1,999</u>	<u>\$1,300 to \$1,599</u>	<u>\$1,100 to \$1,299</u>	<u>Below \$1,100</u>	<u>Total Systems Reporting</u>
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	77	159	173	102	72	583
Mean	33,829	30,856	28,071	25,658	23,009	28,544
Median	34,550	30,934	28,000	25,944	22,947	28,451
Range: Low	24,440	17,300	18,000	14,592	13,000	13,000
High	42,500	42,897	36,085	34,524	31,569	42,897
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	65	160	179	98	63	565
Mean	31,542	28,678	26,110	23,818	21,477	26,548
Median	31,825	28,507	26,000	23,967	20,701	26,238
Range: Low	23,094	16,464	17,100	14,592	15,525	14,592
High	40,890	37,100	33,835	31,200	29,437	40,890
ELEMENTARY PRINCIPALS						
No. Systems Reporting	74	174	193	108	75	624
Mean	29,561	26,665	24,647	22,298	20,196	24,851
Median	29,728	26,823	24,545	22,248	19,876	24,728
Range: Low	21,555	16,002	15,900	14,592	12,000	12,000
High	39,508	35,764	32,834	31,200	27,486	39,508

* Using PER PUPIL EXPENDITURE as a comparative factor.

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED 1977-78

Mean and Median of MINIMUM Salaries Scheduled *

		Per Pupil Expenditure					Total Systems Reporting
		<u>\$2,000 or more</u>	<u>\$1,600 to \$1,999</u>	<u>\$1,300 to \$1,599</u>	<u>\$1,100 to \$1,299</u>	<u>Below \$1,100</u>	
SENIOR HIGH ASSISTANT PRINCIPALS							
No. Systems Reporting	75	159	164	92	66	556	
Mean	23,586	20,460	18,495	16,141	14,052	18,827	
Median	22,918	20,777	19,053	16,103	13,530	19,060	
Range: Low	14,100	8,900	9,791	9,330	10,120	8,900	
High	32,823	28,080	27,250	26,613	21,909	32,823	
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS							
No. Systems Reporting	61	148	154	87	53	503	
Mean	21,944	19,376	17,891	15,428	13,073	17,886	
Median	21,854	19,715	18,212	15,150	12,503	18,089	
Range: Low	13,000	9,581	10,120	9,330	9,870	9,330	
High	28,828	26,549	25,100	24,784	19,909	28,828	

Mean and Median of MAXIMUM Salaries Scheduled *

		Per Pupil Expenditure					Total Systems Reporting
		<u>\$2,000 or more</u>	<u>\$1,600 to \$1,999</u>	<u>\$1,300 to \$1,599</u>	<u>\$1,100 to \$1,299</u>	<u>Below \$1,100</u>	
SENIOR HIGH ASSISTANT PRINCIPALS							
No. Systems Reporting	75	159	168	92	69	563	
Mean	29,273	26,473	23,899	21,451	19,002	24,342	
Median	28,979	26,785	24,238	21,636	18,801	24,548	
Range: Low	21,361	15,329	11,122	13,525	14,052	11,122	
High	36,512	33,972	32,247	30,050	25,851	36,512	
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS							
No. Systems Reporting	61	148	156	86	53	504	
Mean	27,901	24,924	23,070	20,185	17,898	23,163	
Median	27,669	25,044	23,200	20,000	17,374	23,243	
Range: Low	17,700	17,807	15,020	12,175	13,373	12,175	
High	39,776	33,944	30,299	28,018	23,851	39,776	

* Using PER PUPIL EXPENDITURE as a comparative factor.

Section III.

MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND
ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1974-75 through 1977-78 with Percent Increase 1976-78

Systems with Enrollments of 25,000 or More					
School Year					Increase 1976-77/ 1977-78
	1974-75	1975-76	1976-77	1977-78	1977-78
PRINCIPALS					
Senior High	25,430	26,677	27,846	29,409	5.6%
Junior High/Middle	23,395	24,595	25,873	27,178	5.0
Elementary	22,495	23,520	24,528	25,563	4.2
ASSISTANT PRINCIPALS					
Senior High	20,875	22,213	23,194	24,549	5.8
Junior High/Middle	19,597	20,976	22,042	23,237	5.4
Elementary	19,210	20,065	21,112	22,218	5.2

	Systems with Enrollments of 10,000 to 24,999				
	School Year				Increase 1976-77/ 1977-78
	<u>1974-75</u>	<u>1975-76</u>	<u>1976-77</u>	<u>1977-78</u>	<u>1977-78</u>
PRINCIPALS					
Senior High	24,819	26,057	27,445	29,189	6.4%
Junior High/Middle	22,817	23,955	25,232	26,701	5.8
Elementary	21,376	22,408	23,705	25,129	6.0
ASSISTANT PRINCIPALS					
Senior High	21,404	22,205	23,505	24,836	5.7
Junior High/Middle	20,009	20,826	21,887	23,262	6.3
Elementary	18,066	18,982	20,076	21,268	5.9

	All Reporting Systems (300 or More Pupils)				
	School Year				Increase 1976-77/ 1977-78
	<u>1974-75</u>	<u>1975-76</u>	<u>1976-77</u>	<u>1977-78</u>	<u>1977-78</u>
PRINCIPALS					
Senior High	24,372	25,831	27,203	28,556	5.0%
Junior High/Middle	22,458	23,917	25,150	26,543	5.5
Elementary	21,221	22,458	23,639	24,847	5.1
ASSISTANT PRINCIPALS					
Senior High	20,599	21,928	23,289	24,341	4.5
Junior High/Middle	19,581	20,750	21,862	23,163	6.0
Elementary	18,410	19,640	20,549	21,526	4.8